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Intermountain Reporter

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R4 Leadership Acts to Buy Back Flexibility

So what's new about "change?" Region 4 has been "reinventing" at least 10 years—dating back to Total Quality Management—or earlier, if one dates to Delta Teams or "Management Effectiveness for the 80s."

Since early spring, the Regional Leadership Team (RLT) has been developing strategies to create a more flexible, focused organization in hopes of averting projected budget shortfalls. Intermountain Reporter has covered some of these efforts. To find out what else people needed to know, the editor did some spot checking this fall with folks around the region, and found weariness at "change talk." Despite new names, new teams, new service centers, partnerships, shared services and other changes—many feel there is more process, more restriction, and less resource for doing the job. Forest Supervisors have held family meetings, worked with the Partnership Council and sent memos outlining graphic budget realities. Several forests have been through downsizing and their employees are anticipating more cuts. Is there anything new to say?

There IS something new about the change effort, said Sawtooth Forest Supervisor Bill LeVere. "For the last few years, we reorganized

without downsizing. Now we are downsizing. Managed downsizing requires reorganization." LeVere chairs the Corporate Oversight Team (COT), charged to oversee this effort.

DOWNSIZING

That doesn't have to mean layoffs, reductions-in-force, furloughs, shutdowns. It means that R4 has more buildings, offices, and personnel that it can afford. The RLT is taking actions now to realign R4's organization within its mission and within its budget—and also to develop new funding focused on land stewardship and public service. This article outlines WHY the need for action and WHAT some of the key actions are.

"One thing we should emphasize," noted Jack Blackwell, acting Regional Forester, "R4 is not in a budget crisis now. There is a potential future crisis if we don't make changes now. We are trying to change the way we do business, divest ourselves of so much structure and process, so that we can avert the crisis later."

IN THIS ISSUE

Guest Editorial: Stereotyping **3**

Volunteers Rebuild Wilderness
Trail on the Targhee **6**

Access to Paradise
on the Sawtooth NRA **9**

Montpelier RD Invents
Cattle Guard for People **14**

R4 Will Stay on the Right Track

You may be wondering what will happen in R4 now that Regional Forester Dale Bosworth has transferred to the Northern Region. My view is—we will keep moving in the same direction we have been on.

First, on selection of a new Regional Forester. That could probably go a couple of different ways. The Chief and the Department of Agriculture may choose to appoint someone from the existing pool of Senior Executive Service candidates to fill this job. Or they could choose to advertise the job. Right now, we don't have word which way it will go, but we will keep you posted.

In the interim, I will be serving as acting Regional Forester. Jack Troyer, Deputy Regional Forester for State and Private Forestry will handle my DRF-Resources work and DRF Chris Pyron will continue to oversee Operations. We will all fill in for each other as needed. This is something we have done the past three years as the Regional Forester

Team. We criss-cross into each other's jobs, and whoever is here acts for the others. We take the work as it comes in the door.

I realize that's more and more a way of doing business all across this Region. Teamwork and leadership are evident at every level and unit. We are really pleased with the decisive, strategic actions of the Corporate Oversight Team and the leadership shown by the Board of Directors. We're excited about the Idea Team in the RO and the ideas they are generating on cutting costs. We are interested in further sharing resources with other Regions. In fact, we're talking with R1 Regional Forester Dale Bosworth about a joint leadership team meeting to explore this further.

We think R4 is on the right track. We're not making any radical shifts in where we have been going. We have plenty of things going on with 100+ employees taking the Buyout, budget challenges, and legal and appeal challenges.

These are not the easiest times, but we will get through them. If we take stock of where we are, I think we have a lot going for us. We have a strong partnership with the employees union (Partnership Council). We have a tremendous corps of retirees who give us a continuity and history. Many are quiet ambassadors for the Forest Service in their communities and networks. R4 continues to excel also in human resource programs. Our 1997 numbers of volunteers are even higher than the year before.

Most importantly, we have the finest group of employees around. The quality of people in this Region is as good as can be found anywhere. People quietly get their job done here without a lot of fuss. I am confident about the future, because of the good people we have across the Region.

Jack Blackwell

Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each edition will be based on articles submitted from Forests, Ecogroups and RO teams. The editor will try to feature all NFs and parts of the Region—but this is subject to the information received. The Intermountain

Reporter will sometimes report on regional or general interest articles. Please suggest ideas for these subjects to the Editor.

3. The Regional Forester's message will express his views about current events and situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date. Deadline for 1998 spring edition will be Feb. 1, 1998.
6. Articles should be sent via Data-General to the Editor, C.CHOJNACKY:R04A. (New

- procedures for electronic information transfer will be outlined in this Policy section when R4 transitions to IBM.) A hard copy of each article and any accompanying photos or illustrations should be sent via regular mail to Cindy Chojnacky, 1625 North 1640 East, Logan, UT 84341.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

Guest Editorial: Stereotyping

(Editor's note: The Intermountain Reporter will run opinion pieces or letters from employees. If you want to respond to the opinions below, please write to Editor, Intermountain Reporter, Strategic Communication, Regional Office.)

Earlier this year several folks from the Sawtooth NF, the Sawtooth National Recreation Area and a representative of the Regional Office spent some time together. We met to see if we could successfully overcome some significant communication barriers.

What we learned was quite eye opening — and for that reason we felt it was worth sharing. It was not easy but it was very productive and positive. We learned a lot:

- about each other;
- about what we do TO each other; and
- about what we can do FOR each other.

One area deals with sensitivity, respect, and stereotyping.

We learned there is a form of discrimination out there that it is hurting us. It is not the type of discrimination we normally think about (race, creed, national origin, gender). It is more subtle and pervasive. It is “series” and “group” discrimination. It hurts each of us as individuals, it hurts us all as an agency, and we all are guilty of practicing it.

We practice it when we stereotype people by talking about them as “biologists” or “line officers” or “foresters” or “the rec shop” or “project leaders” or “the Level I team” or “the SO” or “the RO” or “the districts”. To formulate and express an opinion about a group of people based upon the words and/or actions of just one or two individuals is wrong. It categorizes and judges people. It de-humanizes. It is another form of discrimination.

We believe this is a problem. It has made us very sensitive. The feelings are real. Our workforce is growing more diverse. Just as we have learned to treat members of legally protected classes with respect and dignity, we now need to expand our thinking beyond gender and race to include the unprotected groups we are all part of. We need to show the same sensitivity and respect for individuals regardless of what “group” they belong to — with the understanding we all belong to several groups, but that we all long to be treated simply as individuals. We also believe it is every individual’s responsibility, through his or her actions, to help solve this problem. It is important and it is something that we can do.

In closing, remember:

- Great people talk of ideas,
- Average people talk of things,
- Small people talk about other people.

Paul Ries, Sawtooth National Recreation Area Ranger
Lynn Decker, Regional Aquatic Ecologist, R-4
Bill LeVere, Forest Supervisor, Sawtooth NF



Some Tips on Kinds of Photos to Submit to the Reporter

✓ AWARD RECIPIENTS

Try to get shots of people actually doing what they were awarded for as opposed to handshake shots or holding their award.

✓ GROUP ACTIVITIES

Get frontal shots of the group doing the activity your article is about. Avoid “backside” shots.

✓ SPEAKER SHOTS

Especially those of the speaker in front of a podium are rather boring and don’t tell a story. *Be creative.*

✓ ACTION SHOTS

Instead of posed shots.

✓ BACKGROUNDS

Be aware of backgrounds and what else is in photo range—that you don’t necessarily want a photo of—backs of heads, reflections, anything that would distract from subject.

Remember, black and white is preferred, but color photos and slides are fine.



WE GOOFED!

The Intermountain Reporter fall edition included a case of mistaken identity. A photo of Polar Mesa Cave accompanied an article on prosecuting archaeological looting of this cave on the Manti-LaSal National Forest. A caption misidentified the person in the photo as Stan McDonald, Manti-LaSal archaeologist. Actually, the person was Blaine Miller, archaeologist for the Price-San Rafael BLM Resource Areas. Stan McDonald provided the photo and was also quoted extensively in the article. Both men worked on the investigation along with counterparts from the U.S. Park Service, State of Utah and other organizations.

continued from page 1

Why Change?

R4 is not too different from the rest of the Forest Service, Federal government or even corporate America: flat budgets, increased workload, and increased costs of doing business. In addition, Congress and the public have demanded new levels of accountability from government. New laws mean even more reporting and processes for overloaded employees. Here are some realities:

WORKFORCE REDUCTIONS

- Regional Office reduced from 365 to 310 people in the past 5 years.
- Several Idaho NFs may seek RIF authority. The Targhee has dropped 20 employees since 1994 and needs to drop 20 more; Salmon-Challis has agreed with Partnership Council to reduce 20 FTEs and 20 seasonals in FY 98. Boise, Payette and Caribou are also eyeing reductions. Many units aren't even hiring the temporaries who used to do the "on the ground" work.

FIXED COSTS

Some forests have more than 90 percent of budget in: "fixed costs"—employee salaries, property maintenance, and contracts; this means limited funds for supplies, gasoline, work—doing the job on the ground.

PROJECTED DECLINES

R4 is not a big timber region, but the timber program still supplies 30% of the total budget regionwide—including appropriated, trust funds and general administration. Reduced timber sales and accompanying loss of trust funds (especially salvage sale funds) could reduce the timber contribution to 19% of the budget. Currently, timber funds the Regional Office 18%, Southwest Idaho 43%, Southern Utah 28%, and Nevada 4%.

DECLINE IN TRUST FUNDS

Trust funds are monies collected by or deposited with the Forest Service under terms of a timber sale contract. Salvage Sale Funds are used to fund future salvage needs. Other trust funds pay for reforestation, stand improvement, brush disposal, and other resource improvement work. There are two reasons trust funds are declining:

(1) The FS is selling less timber volume, partly due to appeals, mitigation for threatened and endangered species, and other environmental restrictions. Appropriate timber sale funding, ecosystem management needs, and political factors also affect sale volume.

(2) Shift in timber management objectives. In the past, the main goal was to provide wood products to society. This is still valid, but many sales are used as vegetation treatment for healthy, resilient ecosystems. They cost more because they require more cooperation and coordination, and treat more acres while harvesting less volume. Smaller-sized, lower-value trees are harvested with lower sale returns. Timber sale contracts often require environmental improvements—also returning fewer dollars to the Treasury.

REDUCED PURCHASING POWER

A regional task team has projected reduced budgets by \$30-\$60 million over next five years. Even flat budgets would still mean reduced purchasing power because of inflation.

WORKLOAD INCREASES

are coming both from new national requirements and commitments.

NEW STANDARDS—NEW PROCESSES - The Chief Financial Officer Act of 1990 requires yearly financial audits from most federal agencies.

Government Performance and Results Act of 1993 mandates agencies to set corporate goals, measure their performance against them and report progress in terms of work done, costs, and results. Continuing upward trend in appeals and lawsuits mean units have to spend more time documenting, accounting for and explaining proposed actions.

NATIONAL/REGIONAL COSTLY COMMITMENTS - R4 "hosts" some projects that are national commitments by the Administration or are legally required by other entities. For instance, the Interior Columbia River Basin Ecosystem Management Plan (which covers public and forest lands in Regions 1, 4, 6) has cost \$35 million so far. Forest Service involvement in the 2002 Winter Olympics coming to Salt Lake City is a national commitment that is costing the Region \$1 million a year. The Snake River Basin Adjudication, a State of Idaho legal process to determine water rights for an entire river basin, is a process that Forest Service must cooperate with—to the tune of about \$1 million a year.

What is R4 Doing?

At its fall meeting, the RLT converted ideas and recommendations of a budget strategy task team into six key actions:

- Immediate freeze on filling vacancies regionwide.
- Set up a Grants and Agreements Regionwide (name changed later to Revenue Enhancement) Team to provide skills and expertise to units in more proactively seeking new revenues.
- Regional Office voluntarily cut costs 10 percent per year for the next three years. Some of this would fund the "grants team"

and provide seed money for cost sharing and cost cutting efforts by districts, forests and ecogroups.

- Ecogroups agree to specific actions to reduce fixed costs.
- Named a the Corporate Oversight Team to oversee the process. The COT includes Forest Supervisors from each ecogroup, two Regional Directors, a Partnership Council Representative, and a Deputy Regional Forester.
- "Change the fundamental way we do business."

Here's a brief update on those efforts.

HIRING

The COT developed an interim process that allows some key jobs to be filled—but only after analysis has shown the need, employees within the Region have a shot at the job, and a vacant FTE has been found elsewhere. For instance, if someone retires or leaves the region for another job, if the position vacated is not filled, the FTE could be used for a vacancy. The idea is "no net gain" of positions Regionwide. COT agreed to exempt fire positions from this process. Also, any job with line authority is exempt from the need to find an FTE in the Region, but must go through the analysis process. All line positions must be filled through the Regional Forester (RF) Team.

BUYOUT

R4 is allocated 120 positions. At press time, a few more than 100 people had applied. National policy requires that R4 drop 1.5 positions for each buyout. This means that if 120 people take the buyout, R4 will be allowed 180 less positions. As vacancies are filled, R4 can only fill jobs up to this new number Regionwide. The COT has also recommended that buyout positions NOT be used as FTE's to trade for

filling vacancies under the interim hiring process.

WORK/FUNDS ANALYSIS

The COT plans to ask some Administrative Officers to describe the Regionwide workforce by type of work being done (strategic, support, service) for a composite picture of WHO does WHAT, WHERE and for WHOM? Budget personnel will be asked to display budgets Regionwide in terms of type of funds such as construction, salvage, fees or appropriated dollars.

RO COST CUTTING

A Regional Employee Idea Team is analyzing suggestions from all RO employees and Staffs. Members personally interviewed each RO employee for ideas and concerns and also collected "blue envelope" and electronic message ideas. Key proposals deal with travel, training, General Services Administration (GSA) vehicles, space allocation and duplicating. For example—does R4 need a GSA fleet? Would it be cheaper to utilize a car rental agency? Do we need copiers on every floor? Can travelers coordinate rides and carpool more?

Ecogroups are also proposing service areas they could live without. The Regional Board of Directors (BOD) will choose key focus areas to change by the start of calendar year 1998.

GRANTS

Based on Ecogroup nominations, the COT is chartering a Revenue Enhancement Team of employees representing each state in the Region to develop policy and fund some experiments in more aggressive, mission-oriented partnerships, grants, cost recovery efforts and other funding mechanisms. RO cost savings will fund team operations and "seed money" for matches and grants on a competitive basis.

FACILITIES AND ORGANIZATION

The COT has asked the Regional Forester Team to oversee a Regionwide look at where offices can be combined—and to consider current hiring and facility decisions from the basis of a reduced, more efficient organization.

What Can You Do

Employees with questions or ideas can contact members of the Corporate Oversight Team or RO Idea Team. They are:

COT

- Bill LeVere, Sawtooth
- Janette Kaiser, Manti-LaSal
- Tom Puchlerz, Bridger-Teton
- Bert Kulesza, Ashley
- Susan Phillips, Salmon-Challis
- Roma Nelson, Humboldt-Toiyabe
- Barbie Rate, RO-Admin
- Bob Ross, RO-R&L
- Chris Pyron, Deputy RF-Operations
- George Christopher, Partnership Council

RO Employee Idea Team

- Sue VanAllen, R&L
- Dick Ottesen, PD&B
- Deb Hinricks, AS
- Glenna Prevedel, RFT
- Lorrie Wiggins, IS&T
- Wes Harvey, S&PF
- Keith Schnare, S&PF
- Kevin Kadel, FAS
- Kathy Paroz, E
- Sonnet House, RFT
- Jerry Thompson, VM

Volunteers Rebuild Wilderness Trail on the Targhee

Rebuilding part a popular trail used for nearly 70 years was a project for the American Hiking Society volunteers in the Jedediah Smith Wilderness on the Targhee NF near Driggs, Idaho.

The trail at the headwaters of Teton Creek climbs steeply. It is deeply eroded from many years of horse and hiker use. Also, runoff from a record winter snowfall had washed out an important bridge. The project site was located between 9,000 and 9,800 feet above sea level in some of the West's most spectacular scenery.

The volunteers were lead by Wilderness Ranger Diane Taliaferro and the District's "one-man trail crew," Terry Brattain. Teton Creek Trail is one of the most heavily used trails in the Jedediah Smith Wilderness. It accesses some of the most popular climbing and hiking areas on the west side of the Teton Mountains including Table Mountain and dramatic Cascade Canyon in Grand Teton National Park.

"Heavy runoff this spring washed out a bridge over the creek and we used logs from trees felled by an avalanche to rebuild the bridge. Then we realigned the trail, building switchbacks to help stop erosion," Taliaferro said.

All of the work was done with primitive hand tools, since the trail is located within the Jedediah Smith Wilderness.

"With all the trail damage caused by high water and avalanche this year, we could not have accomplished this important work without the help of the American Hiking Society," said Megan Bogle, Wilderness Manager. "It takes a lot of coordination to make a successful volunteer trail project, but it's well worth it."



American Hiking Society volunteers move a log for bridge support on the Teton Creek Trail.



(From left) Enid Campbell, Ken Miller and Richard Kraeme cut a tree using a crosscut saw.



James Duke, Sam Magee, Ken Miller and Richard Kraeme build a switchback reroute on the Table Mountain Trail.



Richard Kraeme (middle) and Ken Miller (right) move rocks on trail route.

Crew leader for the American Hiking Society Volunteers was Ken Miller of Carmichael, CA. Other volunteers included: Enid Campbell of Carmichael, CA; James Dukes of Hammond, LA; Richard Kraemer of Jackson, NJ; Sam Magee of Hammon, LA; and Leslie Stall of Summerville, SC. The volunteers were joined for one day's work by the Youth Conservation Corps crew from the Teton Basin Ranger District.

By Emory Anderson
SCSEP Enrollee
Targhee National Forest

Seniors, Youth and Volunteers Help on the Payette NF

The Payette is broadening and intensifying its use of human resource programs during these tighter budget times. Other R4 forests—especially the Uinta, Targhee, and Boise NFs—have provided help and ideas.

In the Heritage Program, volunteers Jill Frye and Steve Stoddard gave several hundred office hours preparing archaeological site testing reports, curating historic photographs and records, inventorying prehistoric collections, and creating two interpretive displays for Archaeology Week. Under a Windows of the Past participating agreement, the Dickinson State University in North Dakota will hold its archaeological field school at a 19th century Chinese mining camp at Warren, Idaho.

Other volunteer work involved chapters of Idaho Backcountry Horsemen, Reed Gillispie Chapter of Trout Unlimited, Southwest Idaho

Mountain Bike Association, church groups, American Hiking Society, Boy Scouts, and 4-H Clubs.

Experienced volunteers Buck and Pat Barnes came from Georgia to spend the summer as Hard Creek Guard Station attendants. They maintained three major trailheads, two area campgrounds, and many dispersed areas; and completed more than 50 miles of trail maintenance. In their spare time, they also painted and did some refurbishment on the G.S. facility. The Idaho Department of Fish and Game Hosted volunteer program has continued major rehabilitation in the South Fork of the Salmon River drainage on the Boise and the Payette NFs.

The forest used South Idaho Correctional Institute work crews for the first year. Agreements were updated or developed for continued work with the Student Conservation Association, Southwest Idaho Private Industry Council, and Northwest Youth Corp. The Payette participated in the Senior Community Service Employment Program, and two SCSEP enrollees were placed with Council Valley Museum.

Al Becker
Human Resource
Program Coordinator
Payette National Forest



Partnership with Trout Unlimited accomplishes fence mending on the Payette NF.

Teton Basin RD Practices “Leave No Trace” in Parade

The Teton Basin Ranger District of the Targhee NF used the 4th of July Parade in Victor, Idaho to carry the “Leave No Trace” message to the public in a dramatic way.

Robert Specht, natural resource specialist, demonstrated the use of an “arm powered” cross-cut saw. Other displays illustrated a high line to tether horses, a mound fire, and a way to hang food out of reach of bears.

The float was created and built by the Youth Conservation Corps. Wilderness Manager Megan Bogle and Wilderness Ranger Diane Taliaferro taught the crew the six principals of “Leave No Trace” camping, and worked with them on a design to communicate those messages on a float. The crew rode in the vehicle which pulled the float.

District Ranger Patty Bates joined the procession with a string of eight pack horses. She was assisted by range technician J.C. Stimpson and resource specialist Jack Bogle. Smokey Bear, played by silviculturist Liz Davy, made a popular appearance on board the fire engine. Children of district employees threw candy to hundreds of spectators. The event was truly a district effort, with employees donating their time to a community event.

Later the YCC crew backpacked into the Jedediah Smith Wilderness, where members cleared avalanche debris from a trail and got to practice the “Leave No Trace” skills they had learned.

Emory Anderson
SCSEP Enrollee
Targhee National Forest



Robert Specht, natural resource specialist, demonstrates use of cross-cut saw on the Targhee NF's "Leave No Trace" float.

Teton Basin District Ranger Patty Bates, range technician J.C. Stimpson and resource specialist Jack Bogle follow the float with a string of District pack-stock.



Partners Provide Access to Paradise on Sawtooth NRA

For three days in July, the Petit Lake area on Sawtooth National Recreation Area was site for the Helping Hands-Freedom Trails (HH-FT) annual campout. The event was sponsored by HH-FT and High Desert Back Country Horsemen.

HH-FT allows mentally and physically challenged youth and adults to participate in horseback riding and camping. It began in 1988 and was previously known as Access 90. Now it has a new name and new logo.

More than 150 volunteers and members, including Cassia Peak and Sawtooth Back Country Horsemen groups, made it happen. They provided gentle horses, wagons, camping equipment, firewood, weed-free hay and pellets, kitchen help, and assistance to participants in getting into wagons and on and off the horses.

HH-FT has hosted campouts in other areas. "All have been great locations," said past president Jeanne Bottinger, "but Petit Lake is our favorite spot. The sage flat is level enough for wheelchair mobility, and the surrounding roads and trails are ideal for horse and wagon rides."

Sergeant Hoag and his crew from the Twin Falls Second Cavalry Battalion of the Idaho National Guard cooked meals for the hungry campers on a MKT (Mobile Kitchen Transport) complete with supplies, coolers and kitchen. The MKT is designed to set up and feed 250 people in 90 minutes. The shopping list included 300 pounds of meat products, 200 pounds of Idaho potatoes, 720 eggs, and 60 pounds of pancake mix—and that was just for breakfast!

The country band Outlaw Blues performed on Saturday night under a starry western sky. "Back in the Saddle Again" echoed against the rugged snowcapped Sawtooth Mountains and through the hearts of all.

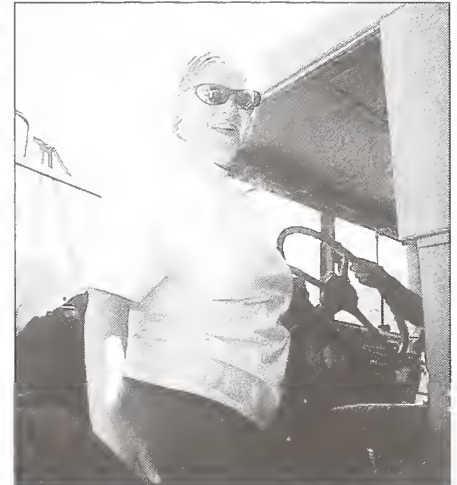
Mary Oss
Chairperson
Sawtooth Human Resources Advisory
Forum



Bonnie Stacey of Helping Hands-Freedom-Trails prepares to take another load of happy riders out on trails in the Sawtooths.



Volunteers help one of the participants mount up. Special saddles were designed by Guy Van Doyle of Rupert, Idaho.



Angie Hicky of Twin Falls, Idaho sounds the lunch horn on a National Guard 2-1/2 ton Duseldorf complete with machine gun mount and MKT (Mobile Kitchen Transport).



A specially designed ramp allows Jesse Castle of Shoshone, Idaho to safely unload from a wagon.

Payette National Forest Collecting Data to Predict Landslides

Payette National Forest crews are traversing the westside of the Forest gathering information from January's landslides that will help predict the likelihood of future slides.

"We are focusing on landslides that occurred within Basalt landtypes since there is very little field data in this area," said Louis Wasniewski, a hydrologist with the Payette National Forest. "We are using this information to supplement existing Basalt information and to validate a computer program that estimates the stability of natural slopes, predicting the likelihood of future slides."

Level I Stability Analysis or LISA is the name of the computer program/model developed in 1992 by the research branch of the USDA Forest Service.

To work, the program operator first determines the landtype of the area being analyzed. Based on the landtype, information such as soil depth, vegetation type and groundwater depth can be estimated. This information is input into the program as a range of possibilities instead of just one number. For example, soil depth for a Granitic landtype ranges from 10 to 30 inches. This is done to simulate the variations that exist in nature.

"Once we input the information, the computer program runs each element through 1,000 repetitions, randomly choosing a number within the inputted range of possibilities each time," said Mike Dixon, Payette Landslide Prone Survey coordinator. "The final product is a list of slope gradients corresponding with a probability of failure for each landtype."

LISA program accuracy will be tested by comparing the landslide probability generated from the computer program with what actually happened based on the field data collected. "The LISA model provides a consistent, science-based method for evaluating landslide probability," said Dixon.

The Forest Service is using this model to determine the potential landslide hazards of areas for forest and project planning, environmental studies of particular areas and determining resource allocations.

Aerial photos also are being taken this summer of the areas to confirm landtypes, geology and general slope position. Forest specialists will analyze this information later this winter to further understand the causes of landslides and why they occurred in some areas and not others.

Miera Crawford
Public Affairs Officer
Payette National Forest

Scouts Doing Archaeology on the Payette

On a Saturday in September, a scout troop sponsored by the Payette National Forest experienced prehistoric archaeology. Troop 246 worked with Forest Archaeologists Larry Kingsbury and Steve Stoddard. Boy Scouts, one Girl Scout and their four leaders helped the archaeologists conduct archaeological site testing upon a proposed recreation site adjacent to the South Fork of the Salmon River on the Krassel Ranger District.

The Boy Scouts are trying to earn the "Archaeology Merit Badge," a new badge offered by Boy Scouts of America. One requirement is to work with a qualified archaeologist for eight hours helping excavate an archaeological site.

During their campout, the scouts gathered archaeological information on a 1,300-year-old Indian campsite. Field methods learned included creating a metric grid on a site, excavating in a controlled manner, baseline auger testing, shaking screen, identifying cultural objects, sorting, bagging and recording artifacts.

Learning about the prehistory gave the scouts and their leaders a special feeling about the ancient people who once lived in the area.

Larry Kingsbury
Heritage Resources Program Manager
Payette National Forest

Boy Scouts earn archaeology merit badge by helping Payette archaeologist at 1,300-year-old Indian campsite on the Krassel Ranger District.



Spanish Fork RD Hosts Horse Event at New Facility

Spanish Fork Ranger District personnel cut ribbon on newly built horse transfer station for persons with disabilities at Blackhawk Campground.



After the ceremony, children with disabilities participate in an "ability ride" on horseback. Some 14 kids invited from Utah and Salt Lake counties rode horses and participated in games and activities designed to help them learn about horses and how to care for them. The event was sponsored by Uinta National Forest, Camp Kostopulos, and Springville City Therapeutic Recreation. Uinta Visitor Information Association provided lunch and commemorative t-shirts.



Westside Ranger District Hosts Open Bug Day

On July 22 and 23, the Westside/Malad Ranger District of the Caribou National Forest sponsored a two-day biological control field session in Black Canyon, southeast of Malad City, ID. on the Caribou. The 70 participants included Forest Service experts in satellite imagery, monitoring, entomology, forest pest management, noxious weed management, watershed and range management.

The Animal and Plant Health Inspection Service (APHIS), Idaho Department of Highways, Bureau of Land Management, and Sawtooth and Targhee NF personnel also attended. Weed superintendents from Bannock, Franklin and Oneida counties in Idaho, and Box Elder, Cache and Weber counties in northeastern Utah also participated along with numerous private land owners.

The field session was designed to gain common understanding about the leafy spurge life cycle and to preview the *Apthona nigriscutis* beetle (biological control agent), its life cycle, habitat, and effects on leafy spurge. Attendees were shown how to collect, sort, handle, and redistribute the beetle. Group leaders stressed the importance of managing a thriving insectory so that beetles can be collected and redistributed from new sites.

During the afternoon's hands-on session, *Apthona nigriscutis* beetles were identified, collected, sorted, packaged and prepared for shipment. About 50,000 beetles collected by participants were released on various weed sites within 24 hours.

The second day focused on Forest Service grazing permittees collecting and redistributing *Apthona nigriscutis* beetles on grazing allotments and private lands. Thirty-five permittees and USFS employees participated in the beetle roundup. Approximately 150,000 beetles were gathered in three hours.

Altogether, more than 200,000 *Apthona nigriscutis* beetles were collected and distributed equally on private and government lands in southeastern Idaho and northeastern

Utah. If only half of the beetles collected and redistributed were females, and those 100,000 female beetles were midway through their egg-laying cycle, the population would still increase to 20,000,000 potential new biological agents introduced in leafy spurge-infested sites and preparing for 1998 attacks on the noxious weed.

Federal, state and county land and weed managers have been meeting since winter, 1996. The goal is to develop a Weed Management Cooperative under an agreement



Rick Vanbebber, Range Conservationist on the Westside/Malad Ranger District, Caribou NF, leads the discussion during the bug collection field day.

Participants use nets to sweep for *apthona nigriscutis* beetles in Black Canyon. They are collecting beetles from the existing insectory to transport to a patch of leafy spurge and start a new insectory.



that includes policy, fiscal accountability requirements, resources available from each federal, state, and county represented, and acceptable work priorities. The draft organization and operating plan will be developed this winter for approval and trial during 1988.

The Cooperative would organize and attract partners, prioritize and initiate noxious weed control activities, monitor those efforts, and develop strategic long-range actions. Implementation initially would be funded by limited District and Forest dollars, equipment and personnel, but external sources such as cost-share partners, volunteers and grants will be investigated and aggressively pursued.

The Caribou will continue to attract new cooperators by providing free biological control agents from its insectory. All cooperators will learn to properly collect and handle insects. Forest officials are considering other involvement in the Weed Management Cooperative such as satellite monitoring data, outreach education on leafy spurge infestations, information on enhancing insectories, and guidance in organizing, prioritizing, and managing long term noxious weed projects within the Cooperative's zone of influence. Once the Cooperative is established, the Caribou will be a partner with special oversight of weed projects on the Forest.

An educational video will also be available this winter. The video, designed to aid in the technology transfer of integrated pest management, will be available to all interested individuals and groups through representatives of federal, state, and county government agencies. The tape may also be a teaching tool to heighten awareness and secure outside funding and participation from potential partners for noxious weed management.

Rose Davis
Public Affairs Specialist
Caribou National Forest



Jogging is a popular fad, but walking is a human tradition.

We were born to be walkers. Other forms of life creep, crawl, climb, hop, leap, bound, gallop, swim, or fly, but humans walk—and many of us find it a great delight.

COUNT THE BENEFITS

A regular schedule of walking boosts mental, emotional, spiritual, and physical health. It can lower high blood pressure, keep arteries healthy, relieve tension and anxiety, and calm a troubled mind.

Walking is the exercise that needs no gym. It is a prescription without medicine, a tranquilizer without a pill, weight control without a diet, therapy without a psychoanalyst, and a vacation that doesn't cost a cent.

Montpelier RD Invents Cattle Guards for People

In many places within National Forests, grazing and recreation can be at odds with each other. Permittees know they need to share the land with hikers, bikers, motorized vehicle users and others. But they keep finding gates left open, fences damaged, and cows being where they shouldn't be.

This happens frequently on the Caribou NF's Montpelier Ranger District. Ranger John Newcom, Supervisory Range Conservationist Mark Booth and Senior Community Service Employment Program (SCSEP) employee Carl Stoddard came up with a wild idea one sunny day. How about a cattle guard for people?

These cattle guards are designed for use on motorized and non-motorized trails. They facilitate ATVs (under 44 inches wide), motorcycles, mountain bikes, mountain wheelchairs and hikers. A narrower model, approximately 36

inches wide, is also used where ATVs are prohibited but motorcycles and non-motorized vehicles are permitted.

These contraptions look like ramps, with a slight upward angle. On each side, wire fences are attached to posts to keep the fence taut and prevent bovine escape attempts. Underneath the horizontal tread rails, a chain link fence ensures no visitor can accidentally slip a foot in between the rails. Recreationists can walk, jog or ride up and over the ramp and not worry about gates or getting in between wire fencing.

These guards can be used at trails and access points, and at stream crossings to avoid impacting vegetation or disturbing sediment.

The craftsman behind the construction is Carl Stoddard, a District SCSEP in his 70s. Carl can create one of these ramps from start to finish in ten to twelve hours by himself. If he paints the ramps, the drying time adds a few more hours. Carl says he could do the job twice as fast thirty years ago!

How much? How about a hundred bucks - total cost for materials using the existing pile of posts at the District. And permittees are donating more posts. If new steel posts must be used, it costs \$139.00, but more often the ramps can be

made of recycled materials.

Installation is a snap, taking less than one hour with one strong person or more easily and quickly with two. You simply cut the wire above 22 inches high, set the ramp in place, tie the cut wires to the wings on the cattleguard and you're done. No digging is required either for installation or maintenance. With no pit below to fill with dirt, cattle won't breach this cattle guard. The ground need only be relatively flat and not too boggy. And if you decide you've placed it poorly or want to move it, all you need to do is pull the cattleguard and splice the wire back together.

The ramps have been in use on the Montpelier District since 1995 and the word is slowly spreading to other forests with similar cow-people conflicts.

How do the cows react? Newcom and Booth bunched up a few cows and held them against a ramp, and also herded them through gates right next to the ramp. The cows did not even try to breach the ramp.

Rose Davis
Public Affairs Specialist
Caribou National Forest

Although wired to poles in this photo, the ramp can be wired directly to the wire fencing, eliminating gates and keeping the cows inside the fence.



The ramps work for most kinds of forest traffic including ATV's.



Ranger Station Built on the Oregon Trail

"The way WE defined 'close encounters' was meeting somebody in the hall and having to flatten ourselves against the wall just to pass by them!" quipped Montpelier District Ranger John Newcom at the dedication ceremony of the new Oregon/California Trail Museum building.

The Montpelier Ranger District office had been inadequate for years. It was in a poor location for customers and was not in compliance with the Americans with Disabilities Act. As the lease on this building ran out former Ranger Mark Johnson and the district staff hunted for ideas and locations for the district office.

Meanwhile, plans were in the works to build an Oregon-California Trail Museum in Montpelier to capitalize on the history and traditions of the area. A non-profit organization, the National Oregon Trail Museum Inc., was formed, including Bear Lake County, the City of Montpelier, the Bear Lake County Office of Economic Development and the Bear Lake Regional Commission. This group and many private citizens raised funds, including a grant from the Department of Transportation of nearly \$900,000.

One big question was how to keep a facility running once it was built and before it was widely known. That question brought the perfect answer to the facility needs of the Montpelier RD and current Ranger John Newcom.

Through contracts approved in the Regional Office, the Montpelier RD Office is now located in the new Oregon California Trail Museum on the grounds of the Wells C. Stock Park. The location is terrific for customers, the income from the Forest Service lease is helping support the Museum and ease the burden on the community, and the office space is much more conducive to employee efficiency and



The new offices of the Montpelier Ranger District. The right side of the building is the Oregon-California Trail Museum and the left side is the Ranger Station. The landscaping will be completed in spring, 1998.

morale...at least to the district employees and the folks on the Caribou not writhing with jealousy!

Southeastern Idaho's colorful history of explorers, trappers, miners and a stretch of the Oregon Trail draws tens of thousands of tourists every year to Montpelier, Soda Springs and Pocatello. The Caribou is an active partner in promoting tourism opportunities of the Oregon Trail. Siting a Forest Service office in the Oregon California Trail Museum building is a commitment to rural development in Bear Lake County and southeastern Idaho.

Rose Davis
Public Affairs Specialist
Caribou National Forest

Showcase on Service

(Editor's Note: the busy summer season was also an outstanding season of service for R4. The editor was overwhelmed by the sheer volume of great letters from happy forest customers. Space did not allow us to print ALL the letters received. The rest will be printed in the next edition of Intermountain Reporter. Keep up the great work!)

Ken Hartz
Sawtooth NRA

Dear Mr. Hartz:

One week ago today at this time I was frantic about my missing 13-year-old daughter who had become lost while on a family bike ride. Amanda had ridden ahead of us on a couple of steep hills and then seemed to just disappear. We hadn't seen her in five hours when we contacted your office.

You and the other personnel from the Forest Service, County Sheriff, and State Police moved in to locate our daughter. The wait was agonizing, but thankfully short due to the efficient operations and coordinated efforts. Within an hour, you delivered our daughter and family dog to us, safe. It was a terrifying experience that we have all learned a great deal from.

Words can not express the gratitude we feel for your dedicated service to our family, but please accept our deepest thanks.

Curtis & Kristie Nilsen, Amanda Nilsen, and "Annie" the dog
Ogden, Utah

Sawtooth NRA

Dear Bernie (Hartz):

On behalf of all of us at the Alliance of Idaho Geographers 1997 Summer Geographic Institute, we wish to extend our warmest thanks to you for the time you spent with us at Redfish Lake on June 15. We all came away with similar comments—YOU are indeed a national treasure.

Your plethora of information regarding the park and the societal issues that directly impact the park was informative and interesting. By far your presentation/ nature walk was one of the BEST activities we participated in! Keep up the good work!

Kendra Miner and the '97 Summer Geographic Institute

Troy Hagen
Stanley Ranger District

I wanted to let you know about the help some of your employees offered the Ketchum Fire Department on a medical rescue. We were called to assist a woman who had fallen on the Titus Lake Trail. We were notified, through our dispatch, that some Forest Service engines were in the area and that they were offering their assistance. The trail needed to be cleared of fallen trees to make it usable to our evacuation equipment.

Dan Gralenski, Todd Banner, Mike Krupski, Dave Bihr, and Roland Miller were clearing the trail as we started in. Fallen trees and steep sideslopes made sections of the trail difficult to pass. We anticipated some difficult areas on our return trip. Once the patient was packaged and evacuation was started we found that the crew had cleared all the downed trees and improved the trail surface! I can only imagine the speed and efficiency these crews used to help ensure the safe evacuation of this patient. Additional assistance from the Forest service crews helped us deliver the patient to the trailhead as safely as possible.

These individuals deserve an atta-boy for their effort. As always, it is a pleasure to work with such professionals.

Lt. Tom McClean
Ketchum Fire Department

Roland Miller and the SNRA Fire Crew
Sawtooth NRA

I want to thank you very much for assisting in my rescue yesterday from the Titus Lake Trail by cutting out the downed timber. The downed timber wasn't what caused me to fall, but it would have prevented me from getting out safely, whether I tried to walk out or rode in the stretcher as I did. So thanks very much for being on the spot.

Margaret Fuller
Ketchum, Idaho

Showcase on Service

Dale Bosworth
Regional Forester

Dear Mr. Bosworth:

The purpose of this letter is to thank you and your staff for the great job of providing designated roads and trails open to ATVs in the Challis National Forest of southern Idaho.

My wife and I, along with two other couples from Idaho Falls, just returned from a one week vacation in the Copper Basin region of the Challis National Forest. We camped at Starhope Campground and made daily trips on our four-wheel-drive ATVs. We rode only on designated roads and trails indicated in the current Travel Map, and saw some of the most breathtaking scenery imaginable.

Although we have all lived in Idaho for many years, we were amazed at the amount of trails open to ATVs, and especially the quality of how well the trails were maintained. Of particular note is the Lake Creek Trail Loop. In the hundreds of miles we have ridden ATVs in Idaho, nothing can compare to our experience that day. The trail was in great shape, and it was obvious that a tremendous amount of work had been applied to make it that way.

We deeply appreciate the recognition of ATVs as an acceptable method of transportation in the national forest. And, we hope that you will consider access to even more trails in the future.

John R. Cox

Fire Management Supervisor
Uinta National Forest

Last weekend on Labor Day our group was camping in the Cedar Hollow area of your forest. We were very unhappy to see signs about a prescribed burn to be done in the area.

One of your fire officers, David Goodwin, came into the area. I will tell you at first we were not nice to him and in fact, we were hostile to him. But he told us there are wildfires and prescribed burning, and that fire is part of nature, and in the right hands fire can help wildlife and plants and prevent major wildfires. In fact, like a doctor they develop prescriptions for the forest when it is right to burn and when not to.

We now see the need to have prescribed burns on the National Forests, and, David, thank you for your time.

Peter Spransy

Ashton Ranger District

A quick note to the two nice ladies (Jan Albertson and Nancy Hoffman) whose lunch my father and I interrupted yesterday at the Ashton Ranger District. Thanks!

We both sincerely appreciated your helping us in finding out if the fishing season was still open on the Warm River. As employees of the Ranger District, you helped us out more, with regards to the fishing, than the Fish and Game Department did! All your phone calls to verify the fishing closures, looking over area maps, and your great attitudes regarding the matter were way beyond your job description, I'm sure. You two are certainly great assets to the Ranger District and the Forest Service. If everyone had the attitude and helpfulness of you two, the world would certainly be a happier place.

I hope the rest of your lunch period was without interruption and enjoyable - banana, apple and all! We ended up fishing Box Canyon. Caught five fish and had a nice day.

Sincerely,

Bill Green
Idaho Falls, Idaho

Allison Jackson
North Fork Ranger District
(Salmon-Challis National Forests)

Dear Ms. Jackson:

We recently took a trip to the Big Horn Craggs for a backpacking trip. On the dirt road to the campground, we had two flat tires, the second one about eight miles from the campground. We were able to hitch a ride to the campground, where Roy and Karen McGee (volunteer campground hosts) took on our troubles as their own.

Roy drove my husband back to where our car was (and gave him some much-appreciated dirt road driving instruction), picked us all up, and took our two tires and us up to the campground. They offered to take our tires out for fixing when they were going out on Monday, so that we could go ahead with our backpacking trip. We did a five-day trip and when we returned, our vehicle was sitting at the trailhead with two new tires. They had not only purchased the tires for us (on sale, no less) but also put one on and drove it to the campground! They went way out of their way to help us, and I could tell by the way they talked to other hikers, that they were equally as hospitable to everyone.

We enjoyed getting to know them, and we think they are fabulous campground hosts. I think they should be commended for doing a job above and beyond the expected. I hope we see them again — at every campground we visit!

Steve and Ruth Schneider
Boise, Idaho

Showcase on Service

Robert Reese
District Ranger
Pinedale Ranger District

Dear Mr. Reese:

Our family recently camped at site number 6 in the Freemont Lake Campground. During our stay we experienced vehicle problems and were assisted by two of your district's employees, Joella Dugan and Lin Pitkin, as well as the Campground Host. We wanted to express our gratitude, and also to let you know that you have exceptional, service-oriented people representing your district and the U.S. Forest Service.

On Saturday, June 28, our vehicle would not start. Mr. Pitkin assisted in trying to jump-start the vehicle but we were unsuccessful. He then transported me down to the district office so that I could contact a mechanic. Ms. Dugan assisted in calling mechanics to see if they were available on short notice over the weekend. When they weren't, she volunteered to continue throughout the day to try and make contact with someone who could help us. Mr. Pitkin then transported me back to the campsite. Additionally, the Campground Host for the lower loop took the time to check in with us during the day to ensure that we were all right. Unfortunately, we did not get his name. Ultimately we were able to start our vehicle and left as scheduled the next day.

We believe everyone's courteous attention to our situation went beyond what we consider to be normal assistance and feel it is important to make written notice of their efforts. Please convey our gratitude and heartfelt thank you to these outstanding individuals, especially Ms. Dugan and Mr. Pitkin.

Sincerely,

James R. Sanders and Family
Fort Collins, Colorado

George Matejko
Forest Supervisor
Salmon-Challis National Forests

Dear Mr. Matejko:

I would like to thank the Salmon and Challis National Forests for organizing and hosting the "Lost Trail Pass Workshop" last month. It was an excellent two-day experience and very much worth traveling 300 miles to attend. The facilities, the conference materials and speakers were great. Merry Haydon should be congratulated for doing such a professional job.

The Salmon and Challis Forests should also be congratulated for their help in interpreting and protecting the Lewis and Clark National Historic Trail.

Steve Lee
President, Idaho Chapter
Lewis & Clark Trail Heritage Foundation, Inc.

Logan Hotshots
(c/o Logan Ranger District
Wasatch-Cache National Forest)

Dear Logan Hotshots:

Thank you for coming to our rescue August 19 above Tony Grove. We were in an extremely difficult situation. Coleen was injured with a broken ankle on very rough terrain on the mountain. Thank you for your willingness to help us, and your positive attitudes. You truly were an answer to our prayers. We were so glad to see you coming up the trail!

It is not often that a person can be rescued by an international team of elite professionals such as your fire fighting team. You did an excellent job. We were excited to read the article about your group in the Friday Standard-Examiner. It was interesting to read about people who had helped us just days before.

We took Coleen to Brigham City Hospital. The doctor said her ankle was broken in three places. Coleen had surgery that evening and now has a steel plate and seven screws in her ankle. She is now at home recovering. Again a most sincere thanks to the Logan Hotshots!

The Beautlers
(Henry, Coleen, Kara, Hollie, Ami & Rebecca)

Hugh C. Thompson
Forest Supervisor
Dixie National Forest

Dear Hugh:

Congratulations to you and your staff for a very successful controlled burn at Jones Corral. The pictures I received are spectacular and the report I received from Brian Ferguson confirmed a very successful project.

Thanks to you and your wonderful staff for the impressive tour of the area surrounding Jones Corral in July. The professionals of the Dixie National Forest impressed me with their knowledge and enthusiasm! Participating with you in lighting the burn was a real highlight for me. The Rocky Mountain Elk Foundation appreciates the productive and positive relationship we have with you and the fine people who work on the Dixie.

Please give my special thanks to Jose Noriega, Carl Guillette and Brian Ferguson. I look forward to more productive fun with the commemorative drip-torch on other locations on the Forests in Utah.

William E. Christensen
Utah Field Director
Rocky Mountain Elk Foundation

Carson Ranger Named R4 "Ranger of the Year"

Mary Wagner, Carson District Ranger, in May 1997 received the Intermountain Region's "Ranger of the Year Award." Wagner, who has spent two years on the Carson RD, Humboldt-Toiyabe NF, received the award for her leadership, direction and guidance to fellow employees. Her leadership abilities helped restore a sense of pride among Carson personnel which had waned because of unfortunate criminal actions and resulting national publicity and exposure.

Several years ago, the Carson received national news attention after the RD office was bombed, and, a few months later, the garage of the previous Ranger was bombed. After the Ranger accepted a job on another forest, Wagner transferred in from a previous job as Vernal District Ranger on the Ashley NF. She quickly went to work to rebuild her staff and District relations with the community.

Wagner's "tireless devotion" to the Forest Service and her newly adopted community of Carson City were noted in the award nomination. She has worked hard to unite Carson District work with other government and community organizations.

Wagner's territory also broadened in May, when she began to serving as acting Assistant Forest Supervisor for the Sierra Ecounit. In addition to day-to-day management of the Carson RD, she also is handling ecosystem planning and monitoring and collaboration with a variety of groups in the larger area.

Wagner has served as a Ranger eight years including six in Vernal.

The Ranger of the Year award honors Wayne G. Foltz, killed in a vehicle accident in 1985 while returning from a Ranger meeting. The award is based on the following criteria:

- Considered by peers and others to be a successful Ranger and has some tenure.
- Effectively manages the District workforce to achieve diversity, high quality productivity, and high morale.
- Active in the community.
- Open and friendly attitude that exemplifies the "Good Host" concept.



Mary Wagner, Carson District Ranger, holds "Ranger of the Year" award with (then) Regional Forester Dale Bosworth.

Vernal Recreation Forester Receives Award

Mike Bergfield, recreation forester on the Vernal Ranger District, Ashley National Forest, recently received the Intermountain John Herbert Award for Excellence in Recreation. John Knorr, regional recreation marketing specialist, presented the award at a recent leadership team meeting.

"Mike exemplifies the best in recreation service, not only to the public, but to his fellow employees," Knorr said. "He always gives 110 percent through creative approaches to providing service and completing tasks. His quiet effort and dedication always shine through."

Bergfield has great relationships with recreation residence permittees, attending their annual association meetings and working with them individually. A past member of the Eastern Utah Trail Coalition, Bergfield was instrumental in establishing cross-country ski and mountain bike trails on the District. He works closely with the local snowmobile club, which grooms District snowmobile trails on a volunteer basis. Bergfield also established a yurt (cross country ski hut) and rental program for three guard stations.

Bergfield works with the State of Utah Employment Office to provide jobs and supervision for young men and women. Many of these youth later qualify as seasonal employees. He works with Boy Scouts, Cub Scouts and local 4-H groups.

"This is an honor to have this award come to Mike and the Ashley National Forest," said Forest Supervisor Bert Kulesza.

The award is given in honor of John Herbert, past regional recreation director. Bergfield's name will be engraved on the plaque which will remain on the Ashley this year.

Diane Augustus
Information Assistant
Vernal Ranger District



John Knorr (left), regional recreation marketing specialist, presents the Intermountain Region John Herbert Award for Excellence in Recreation to Mike Bergfield, recreation forester for the Vernal Ranger District.

Retiree Provides On-Ground History of Grantsville Division

R4 Retiree Bill Hurst vividly remembers his first job 60 years ago. In 1937, Bill worked as a Forest Guard on the Grantsville Division of the Wasatch NF. He worked summers until 1941 at the South Willow Guard Station, even bringing his new bride there to live. His days on horseback were filled with adventure—one time, he came pretty close to delivering a baby in the back country.

This past August, Bill joined R4 Retiree Liaison Tami Montoro, Wasatch-Cache Archeologist Tom Scott, and Salt Lake District Ranger Mike Sieg on the ground on the Grantsville Division. There were two main reasons for this trip. First, from a management perspective, to gain some understanding of what the land looked like 60 years ago. Second, from a historic perspective, to learn about the land management experience in the early days.

Bill currently lives in Albuquerque, staying active in local civic programs.

Bill's personal Forest Service history also includes some historic events in federal land management in Utah:

- 1915, born into Forest Service family. Father was a Ranger on the Dixie.
- 1938, graduated Utah State University in Forestry / Range Management.
- 1937-41, Forest Service, Grantsville Division, summers. Winters worked on insect control and timber management jobs in High Uintas (Kamas & Evanston RDs). While Bill was at Grantsville Division, the Vernon Division was also added and jurisdiction transferred to the American Fork RD of the Wasatch NF. Units were eventually combined as the Tooele RD.
- 1941, range survey crew for Wasatch NF. Worked for Regional Office Division of Wildlife, counting deer and inspecting deer ranges in central and southern Utah.
- 1942-45, District Ranger at Manila RD, Ashley NF.
- 1945-46, Army, World War II
- 1946-50, Staff Officer on Cache NF, Logan Utah. Worked on a program to acquire public ownership of Wellsville Mountains.
- 1950-55, Forest Supervisor, Ashley NF
- 1955-57, Division of Range Management, Washington Office
- 1957-66, Utah Board of Big Game Control
- 1957-62, Chief of Range & Wildlife Mgmt., RO, Ogden, Utah
- 1962-66, Deputy Regional Forester, RO, Ogden, Utah
- 1966-76, Regional Forester, Region 3, Albuquerque, New Mexico.

Bill Hurst, South Willow Guard Station, Wasatch-Cache NF.



Retiree News

Bill also has provided valuable information on past management on the Ashley from his years as Forest Supervisor. Bill and fellow Ashley retiree Sylvan Arrowsmith received awards of appreciation in August for their contributions.

"We appreciate so much the contribution of our retirees," said Bert Kulesza, Forest Supervisor. "There is so much valuable knowledge and history stored in their memory banks. Their experiences help us prepare to face the challenges of today."

R4's retiree program is aimed to continue a fulfilling relationship with Forest Service retirees. The memories and experiences of the elder members of R4 is committed to retirees and their families. We pride ourselves in continuing a fulfilling relationship with Forest Service retirees. Thank you Bill for spending several days with active FS employees, sharing gifts from your past!

Tami Montoro
Retiree Program Coordinator
Regional Office



(Left to right) Bert Kulesza, Ashley NF FS, Bill Hurst, FS Retiree, Mary & Sylvan Arrowsmith, FS retiree.



(Left to right) Tami Montoro, Retiree Liaison; Bill Hurst, FS retiree; Mike Sieg, Salt Lake District Ranger.

PERSONNEL

ASHLEY NF

Cash

GEORGE H. HOUSTON, Frstry Techncn, Roosevelt RD - Outstanding efforts in acting as Public Service Group Leader for Roosevelt and Duchesne Ranger Districts from June 28, 1997 to present in addition to regular duties.
GAYNE L. SEARS, Outdoor Rec Planner, Roosevelt RD - Outstanding efforts for completing High Uintas Wilderness Environmental Impact Statement.

Group

GENE ZACHARY, Realty Specialist, PAMELA DOUGLAS, Adm Officer, MIKE BROWN, Asst. Ranger, BILL HAYES, Helitack Foreman, ERIC FINKELSTEIN, Visitor Info Spectst, JOHN SIMONS, Law Enforcement Officer, and RUSTY MUIR, Facilities Manager, employees work on the Flaming Gorge Ranger District - The Recreation Fee Implementation Team developed and implemented a nationally recognized recreation use fee project at Flaming Gorge National Recreation Area. This team took broad guidelines and developed a workable, common sense proposal that has gained widespread public acceptance. The team generated many innovative ideas and processes that have been widely used by other fee demonstration projects.

Spot

DAVID MONTGOMERY, Frstry Techncn, Vernal RD - for outstanding service as the District Noxious Weed Coordinator during the 1997 season. Your willingness to learn a new position and your enthusiastic dedication to control the spread of noxious weeds is greatly appreciated.
REED M. HANSEN, Rnge Techncn, Vernal RD - for outstanding service as the Ute Indian Youth Crew Leader. Your dedication, patience and hard work during the 1997 season contributed greatly to the success of the Ute Crew.
JEAN McELLIOTT, SCSEP Enrollee, Supervisor's Office - Outstanding performance in maintenance of Acquisition Arrangement, insuring vendors are paid in a timely manner and reducing interest paid by the Forest Service.
DALE E. GRAY, Computer Programmer Analyst, Supervisor's Office - for solving the "T1" line technical problems for the Dutch John Office of the Flaming Gorge Ranger District.

Promotions

EILEEN RICHMOND, Resource Officer, Plumas NF Beckworth RD to Suprvy Forester Flaming Gorge RD
ELIZABETH BEHREND, Computer Asst, ID Panhandle NF St. Joe RD to Computer Specialist Flaming Gorge RD
CINDY SEVERSON, Resource Clk Vernal RD to Accounting Technician Supervisor's Office

BRIDGER-TETON NF

Extra Effort

KAREN WILSON, Purchasing Agent, SO - For fiscal integrity. Karen knows all the rules and regulations pertaining to purchasing. Because of her knowledge and expertise, she is able to avoid problems in purchasing when consulted.
KRISTEN NIXON, Budget and Accounting Analyst, SO - For fiscal accountability. During fiscal year 1997, Kris has elevated the quality of the Forest's financial accounts to a new standard of excellence as evidenced by the recent RO fiscal review visit. Kris was also very proactive with the unified budget team in creating a new accounting process for the Forest to use as we move into this non-traditional method of handling funds.
DEBORAH DESLAURIER, Natural Resource Specialist, SO - For exemplifying excellence in rangeland stewardship through your positive contributions as a member of the Wyoming Rangeland Management Service Team. **Given by Renewable Resources, Regional Office, Region 2.
ROBERT BURLESON, Supervisory Forestry Technician, SO - For your outstanding leadership in organizing and coordinating the first National Forest Fire Management Officers' Conference, Albuquerque, NM, April 1997. **Given by WO.
KRIS DAMSGAARD, Forestry Technician, SO - For your significant contribution in the design and development of the Interagency Initial Attack Assessment and Personal Computer Historic Analysis programs. **Given by the WO
KATHY NASH, Resource Assistant, SO; JEAN THURMOND, Resource Clerk, Jackson RD - For outstanding effort and "can do" attitude in completing the special use permit backlog on the Targhee National Forest, Teton Basin Ranger District. **Given by the Targhee National Forest.

Spot

JAMES ROBERTSON, Forester, Big Piney RD; JUDY ROBINSON, Information Receptionist, Buffalo RD; MICHAEL SCHROTZ, Natural Resource Manager, SO; SANDRA SEATON, Accounting Technician, SO; BILLIE SHIELDS,

Construction Inspector, SO; JUDY SHIELDS, Accountant, SO; DAVE SISK, Supervisory Forestry Technician, Jackson RD; ROBERT SKEEN, Forestry Technician, Jackson RD; MARY SKINNER, Information Assistant, Pinedale RD; CYNTHIA STEIN, Forester, Pinedale RD; JEAN THURMOND, Resource Clerk, Jackson RD; LARRY WARREN, Computer Specialist, SO; DONSE WILLIAMS, Minerals Management Specialist, Big Piney RD; DENNIS BARRON, Forestry Technician, Big Piney RD; BRADLEY BRIDGES, Computer Assistant, SO; SUE CATHEY, Budget and Accounting Officer, SO; ANITA DOUGLAS, Resource Clerk, Pinedale RD; SUSAN DOUGLAS, Office Automation Clerk, Jackson RD; CLIFF UPTON, Telecommunications Specialist, SO; JOYCE ESKELSEN, Business Management Assistant, Big Piney RD; SHERRY FUNK, Resource Clerk, Jackson RD; MEG GALLAGHER, Forestry Technician, Jackson RD; DWAYNE GIBBONS, Supervisory Forestry Technician, Greys River RD; EDELTRAUD HAYS, Accounting Technician, SO; JENNIE IMESON, Administrative Clerk, SO; CHARLES JONES, Forest Administrator, Jackson RD; SHERRY KESSEL, Forestry Technician, SO; SHERRY KINSELLA, Mail and File Clerk, SO; KAROL LARSON, Office Automation Clerk, Greys River RD; JEFFREY LAUB, Supervisory Forester, Big Piney RD; MARSHALL MARTIN, Laborer, SO; LINDA MERIGLIANO, Natural Resource Specialist, Jackson RD; DEBORAH MORLOCK, Resource Clerk, Buffalo RD; DOROTHY NECKELS, Information Assistant, SO; LESLIE PORTER, Office Automation Clerk, Big Piney RD; RICHARD ROBERSON, Forester, Pinedale RD - These individuals were recognized by the Forest Peer Awards Committee who looked Forest-wide for specific examples of outstanding performance.

TERRY DYESS, Forestry Technician, Greys River RD - For bringing additional external dollars to the Forest for prescribed burn projects.

JUDITH DYESS, Rangeland Management Specialist, Grey's River RD - For bringing additional external dollars to the Forest for noxious weed control and road maintenance.

MARSHALL MARTIN, Laborer, SO - During the record snow season of 1996-1997, Marshall demonstrated his commitment to public and employee safety as well as caring for their comfort and convenience by shoveling and de-icing the sidewalks and entrances to the Supervisor's Office.

LEON TILLMAN, Engineering Equipment Operator, SO - During the record snow year of 1996-1997, Leon demonstrated his commitment to public and employee safety as well as caring for their comfort and convenience by plowing the parking area of the Forest Supervisor's Compound.

Promotions

WILLIAM BASS, District Ranger, Buffalo RD to Deputy Forest Supervisor, Pike and San Isabel NF
ROSEMARY HOUSER, Support Services Specialist, Greys River RD to Support Services Specialist, Willamette NF, Detroit RD

Promotions in Place

ANN MEBANE, Wildlife Biologist to Air Quality Specialist, Pinedale RD

Reassignments

DAVID SISK, Supervisory Forestry Technician, Jackson RD to Fire Management Officer, Shoshone NF
JUDITH DYESS, Rangeland Management Specialist, Greys River RD to Rangeland Management Specialist, LBJ National Grasslands, Cado RD
TERRY DYESS, Forestry Technician, Greys River RD to LBJ National Grasslands, Cado RD
KEVIN JOSEPH, Forestry Technician, Pinedale RD to Forestry Technician, Cleveland NF, Palomar RD

DIXIE NF

Group Extra Effort

JAMES BAYER, Soil Scientist, BRIAN FERGUSON, Forester, MARIAN JACKLIN, Archeologist, STEPHEN ROBERTSON, Fisheries Biologist, DANIEL H. DEISS, Supervisory Land Use Planner, JANICE STAATS, Hydrologist, Supervisors Office. RANDALL L. RUSSELL, Rangeland Management Specialist, THOMAS A. CONTRERAS District Ranger, Pine Valley Ranger District. NANCY L. BRUNSWICK, Landscape Architect, BRETTON S. FAY, Forestry Technician, CRAIG N. KENDALL, Hydrologist, TERESA A. RIGBY, Information Assistant, PRISCILLA R. SUMMERS, Wildlife Biologist, LAURIE M. PARRY, GIS Zone Assistant, Cedar City Ranger District. DEBORAH L. QUINTANA, Environmental Coordinator, Powell Ranger District. For a precedent-setting effort for the completion of an analysis for the first prescribed natural fire plan, outside of a wilderness area in the Intermountain Region (or in the United States, in the National Forest System).

Spot

KIM J. SOPER, Forestry Technician, Powell Ranger District- For dedication and support of the Dixie National Forest Fire Management program, and commitment in completing the Poison Creek Burn.

Reassignments

BEVAN D. KILLPACK, Special Initiatives Coordinator, Uinta National Forest to District Ranger, Pine Valley Ranger District.

Transfer Out

THOMAS A CONTRERAS, District Ranger, Pine Valley Ranger District, to Winter Sports Coordinator, Regional Office.

HUMBOLDT-TOIYABE NFs

Spot

GEARY MORGAN, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding performance that included extra effort on the construction of the 4th of July float and helping TAC 17 on the Hot fire investigation.

SHAWN MINDER, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding performance that included extra effort on the construction of the 4th of July float and helping TAC 17 on the Hot fire investigation.

LORRAINE HANSEN, Office Automation Clerk, Northern Nevada Ecosystem, Santa Rosa, for extra effort and enthusiasm in helping the Santa Rosa Ranger District with all business management duties and support.

JEAN KANIE, Office Automation Clerk, Northern Nevada Ecosystem, Jarbridge, for extra effort and enthusiasm in helping the Jarbridge Ranger District with all business management duties and support.

AMELIA THOMAS, Office Automation Clerk, Northern Nevada Ecosystem, Mountain City, for support and assistance to the Mountain City Team with a great attitude and never-ending calmness.

JASON DOWNING, Forestry Technician, Northern Nevada Ecosystem, Mountain City, for excellence in safety, performance and for completing multitudes of additional duties as assigned.

RORIC PADGETT, Forestry Technician, Northern Nevada Ecosystem, Jarbridge, for excellence in safety, performance and for completing multitudes of additional duties as assigned.

Extra Effort

TERI COY, Information Receptionist, Sierra Ecosystem, Bridgeport, for outstanding team participation and contributions demonstrated by consistently high quality customer service and project completion.

ELLEN DUNLAP, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding team participation and contributions demonstrated by consistently high quality customer service and project completion.

STANTON FLOREA, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding team participation and contributions demonstrated by consistently high quality customer service and project completion.

GRETA JOHNSON, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding team participation and contributions demonstrated by consistently high quality customer service and project completion.

KEN WATSON, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding team participation and contributions demonstrated by consistently high quality customer service and project completion.

DAVID McMORRAN, Planner, Central Nevada Ecosystem, for exceptional dedication, commitment and performance in the area of GIS.

SHAWN MINDER, Forestry Aid, Sierra Ecosystem, Bridgeport, for outstanding performance as a firefighter on fire engine 7233 during the 1997 fire season.

MICHAEL HARMON, Forestry Technician, Sierra Ecosystem, Bridgeport, for outstanding performance as a firefighter on fire engine 7233 during the 1997 fire season.

KATHLEEN LUCICH, District Ranger, Sierra Ecosystem, Bridgeport, for dedication, commitment and influence in the precedent setting reconstruction of Walker Canyon following the January, 1997 flood.

Forest Supervisor/Deputy Forest Supervisor Quality

Recognition Award
MARY BETH MARKS, Geologist, Northern Nevada Ecosystem, Elko.

DAVE WEIXELMAN, Botanist, Supply Center
DESI ZAMUDIO, Soil Scientist, Supply Center.

DIANE BRADY, Purchasing Agent, Supply Center, Elko.
DAVID AICHER, District Ranger, Northern Nevada Ecosystem, Jarbridge & Ruby Mountains Ranger Districts.

KAREN ZAMUDIO, Ecologist, Supply Center
SCOTT BELL, District Ranger, Northern Nevada Ecosystem, Mountain City & Santa Rosa Ranger Districts.

GLADINE PATRAS, Support Services Specialist, Central Nevada Ecosystem.

Forest Peer Recognition Award

MARY LYNN HINCKLEY, Support Services Specialist, Spring Mountains National Recreation Area, for helping Ely acquire surplus furniture from IRS in Las Vegas.

HENRY BENHAM, Forestry Technician, Spring Mountains National Recreation Area, for moving kiln material and repairing fence.

Personnel

ROBERT PATTERSON, Forestry Technician, Spring Mountains National Recreation Area, for moving kiln material and repairing fence.

DANIEL BUTLER, Forestry Aid, Spring Mountains National Recreation Area, for moving kiln material and repairing fence.

KATHY MOSKOWITZ, Archeologist, Spring Mountains National Recreation Area, for creating a data base for the Forest Plan Revision.

LILLIE ROGERS, SCSEP, Supply Center, for shredding all personnel old records in such a timely manner.

JAY FREDERICK, Wildlife Biologist, Northern Nevada Ecosystem, Ruby Mountains Ranger District, for diligence and dedication to the Forest Service through out a challenging year. RICHARD HARVEY, Forestry Aid, Spring Mountains National Recreation Area, for presenting fire training at Cold Creek on days off.

LEE NELSON, Forestry Technician, Spring Mountains National Recreation Area, for presenting fire training at Cold Creek on days off.

JEFFREY TURK, Forestry Technician, Central Nevada Ecosystem, Austin Ranger District, for commitment and excellence in our fire prevention program.

PEGGY FRYE, Support Services Specialist, Central Nevada Ecosystem, Austin Ranger District, for excellence and persistence in District DG communication during July, August, and September.

CINDY FITZGERALD, Budget and Accounting Analyst, Supply Center, for hard work and perseverance, not to mention humor, in pulling the MARs numbers.

ROBERT PATTERSON, Forestry Aid, Spring Mountains National Recreation Area, for construction of box to secure chain saw in back of P-53.

Quality Step Increase

ROBERT JENNINGS, Supervisory Forestry Technician, Sierra Ecosystem, Carson Ranger District.

Promotions

TERRI FROLLI, Rangeland Management Specialist, Central Nevada Ecosystem, Austin Ranger District to Rangeland Management Specialist, Sequoia National Forest, Humme Lake Ranger District.

Promotions in Place

JON WARDER, Wildlife Biologist, Northern Nevada Ecosystem, Mountain City Ranger District.

GLADINE PATRAS, Support Services Supervisor, Central Nevada Ecosystem.

Reassignments

JANE SCHMIDT, Rangeland Management Specialist, Sierra Ecosystem, Carson Ranger District to Rangeland Management Specialist, Natural Resource Conservation Service.

MANTI-LASAL NF

Cash Award

LINDA EDMUNDS CASEY - Forestry Technician (Dispatcher, Moab Ranger District) - For her initiative, creativity, and dedication to the Moab Interagency Fire Center. By developing and implementing numerous methods of operation, she has greatly improved the center's functional efficiency.

Length of Service

10 Years
MARTHA A. DEFREEST, Civil Engineer, Supervisor's Office.

SALMON-CHALLIS NFs

Spot

LYNN BENNETT, Fire Ecologist, SO - for completion of the Challis Creek Watershed Analysis.

ALEXANDRA DAVIS BOTELLO, Outdoor Recreation Planner, SO - for completion of the Challis Creek Watershed Analysis.

SHARON BRADLEY, Supervisory Forester, Challis RD - for completion of the Challis Creek Watershed Analysis.

BARBARA MACHADO, Hydrologist, SO - for completion of the Challis Creek Watershed Analysis.

ALAN DOHMEN, Wildlife Biologist, Challis RD - for completion of the Challis Creek Watershed Analysis.

DARRYL GOWAN, Fish Biologist, Challis RD - for completion of the Challis Creek Watershed Analysis.

Extra Effort

JOHN PERRY, Law Enforcement Officer, SO - for sustaining superior performance as a Law Enforcement Officer and maintaining a positive, flexible attitude while adapting to changing conditions.

Length of Service

25 Years
TROY COOPER, Forestry Technician, North Fork RD.
MARION MCDANIEL, Archeologist, SO.

20 Years

DAVID FAIKE, Forester, Challis RD.

10 Years

MELISSA ABBOTT, Forester, Lost River RD.

5 Years

CARA DENNY, Information Receptionist, Leadore RD.

JUDY ULVESTAD, Clerk, Salmon & Cobalt RD.

Promotions

KENDRA SABO, Information Assistant, SO to Forestry Technician, SO.

WILLIAM GALLIGAN, Resource Clerk, North Fork RD, to Resource Assistant, North Fork RD.

SALLIE MCHARGUE, Forestry Technician, SO, to Forestry Technician, SO.

SCOTT SAYER, Rangeland Management Specialist, Lost River RD, to Rangeland Management Specialist, Lost River RD.

SAWTOOTH NF

Spot

DAVID BIHR, Forestry Technician, SNRA-Stanley - For assisting other resource areas in wilderness rescues and completion of their critical FY 97 projects, and overall outstanding job performance.

CLIFF DORR, Supervisory Forestry Technician, SNRA.

DAVID KIMPTON, Assistant Area Ranger, SNRA-Stanley - For creating an atmosphere which allows excellent rangeland permit administration at Stanley.

MICHAEL KRUPSKI, Forestry Technician, SNRA-Stanley - For assisting other resource areas in wilderness rescues and completion of their FY 97 projects and overall outstanding job performance.

JOSH LEVY, Forestry Technician, SNRA-Stanley - For assisting other resource areas in wilderness rescues and completion of their FY 97 projects, and overall outstanding job performance.

ROMA NELSON, Information Assistant, SNRA Headquarters - For outstanding effort and initiative to compile and produce a set of inexpensive and easily reproducible recreation brochures for the SNRA.

SETH PHALEN, Rangeland Management Specialist, SNRA-Stanley - For excellent work in the range program for the Stanley area.

JAMES RINEHOLT, Forestry Technician, Ketchum RD - For assuming the role of our Safety Officer and conducting Defensive Driving classes.

TINA RUFFING, Range Technician, SNRA-Stanley - For excellent work in range management in the Stanley area.

PATRICK RUSSELL, Range Technician, SNRA-Stanley - For exceptional diligence, thoroughness, carefulness and high productivity in treating noxious weeds on the Sawtooth NRA.

Extra Effort

BETH BRATLIE, Biological Science Aid, SNRA - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

TRENNA BUTLER, Telecommunications Specialist, SO - For providing leadership in the telecommunications organization while the Forest Telecommunications Manager position was vacant.

JOELLA CASEY, Information Receptionist, SO - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

JIM CHARD, Rangeland Management Specialist, Burley RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

SID LOPEZ, Rangeland Management Specialist, Twin Falls RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

RAY NEIWERT, Rangeland Management Specialist, Twin Falls RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

SETH PHALEN, Rangeland Management Specialist, SNRA-Stanley - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

TINA RUFFING, Range Technician, SNRA-Stanley - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

DENA SANTINI, Biological Science Technician, Burley RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

ARNOLDO SOLIS, Range Technician, Twin Falls RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

STEVEN SMITH, Rangeland Management Specialist, Burley RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

ROSHANNA STONE, Forest Archaeologist, SO - For developing partnerships to interpret historical and cultural resources on the Sawtooth National Forest.

GORDON STRUTHERS, Minerals Specialist, Burley RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

MAX YINGST, Forestry Technician, Twin Falls RD - For your extraordinary effort in completing field verification (documentation) for the Snake River Basin Adjudication.

Length of Service

20 years

THOMAS H. BANDOLIN, Wildlife Biologist, SO

HERBERT "BARRY" BAUMERT, Civil Engr. Technician, SO

15 years

TAMARA J. CLARK, Forestry Technician, SO

MARY RITZ, Rangeland Management Specialist, Fairfield RD

GARY McDONALD, Forestry Technician, Fairfield RD

5 years

STEVE RODRIGUEZ, Civil Engr, SO

Reappointments

LARRY BERRY, to Telecommunications Manager, SO

JOELLA CASEY, to Information Receptionist, SO (Term)

WILLIAM COTEE, to Lands Specialist, SO

KATHY PRIEST, to Support Services Clerk, Burley RD.

PATTI SHEPPEARD, to Support Services Clerk, Twin Falls RD

TARGHEE NF

Extra Effort

DEBBIE DAVIS, Forestry Technician, Ashton RD; For support and assistance with the Rodent Control and SFI contracts under stressful conditions.

HAROLD LENZ, Forestry Technician, Ashton RD; For expert help with the SFI contract and contractor under stressful conditions.

VERNON SCHROEDER, Forestry Technician, Dubois RD; For extra effort and determination in spraying noxious weeds.

KIM ZWEIFEL, Forestry Aid, Dubois RD; For extra effort and determination in spraying noxious weeds.

STEVE STROUD, Forestry Technician, Dubois RD; For extra effort and determination in spraying noxious weeds.

Spot

KRIS DREWES, Forestry Technician, Ashton RD; For outstanding effort in preparing the GIS maps for the Ecological Unit Inventory of the Targhee NF.

DAVID OVARD, Forestry Technician, Teton Basin RD; For outstanding contribution in efficiently accomplishing the Teton Basin Ranger District's monitoring and program targets for FY 97 in reforestation, range, and wildlife.

SUSAN MCKENNA, Forestry Technician, Island Park RD; For dedicated service to the Mesa Falls Recreation Area and the Big Falls Inn Restoration Project.

ERNEST BRIGGS, Forestry Aid, Island Park RD; For dedicated service to the Mesa Falls Recreation Area and the Big Falls Inn Restoration Project.

ARNOLD YOUNG, Forestry Aid, Ashton RD; For the extra effort you demonstrated in the recreation and small products programs during the summer of 1997.

Length of Service

25 Years

KENDALL ADAMS, Supervisory Land Surveyor, Supervisor's Office.

MARVA MURDOCH, Support Services Specialist, Ashton RD.

BRENT PORTER, Supervisory Forester, Palisades RD.

RENE RIGBY, Pay Technician, Supervisor's Office.

DEE SESSIONS, Forester, Supervisor's Office.

20 Years

TERRY BOWERMAN, Soil Scientist, Ashton RD

10 Years

WILLIAM DAVIS, Forestry Technician, Ashton RD.

PATTY KRAAYENBRINK, Personnel Clerk, Supervisor's Office.

KONIE PIPES, Personnel Clerk, Supervisor's Office.

RONNA SIMON, Hydrologist, Supervisor's Office.

DONNA WINTERS, Office Automation Clerk, Supervisor's Office.

5 Years

DARRELL BRANGHAM, Materials Handler, Supervisor's Office.

SARAH LEAHY, Soil Scientist, Ashton RD.

TANYA MURPHY, Forester, Dubois RD.

THERESA PEDDREW, Personnel Clerk, Supervisor's Office.

STEVE STROUD, Forestry Technician, Dubois RD.

Reassignment

ANN MATEJKO, Public Affairs Specialist, Supervisor's Office, to Writer/Editor, Supervisor's Office, duty station in Salmon, ID.

Realignment

ANETTE ZOLLINGER, Personnel Management Specialist, Supervisor's Office, to Caribou NF, Supervisor's Office.

Temporary Promotion

EVELYNN HURT, Personnel Management Specialist, Supervisor's Office, to Personnel Management Specialist, Supervisor's Office.

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Thoughts for the Holidays and the New Year . . .

SLOWING DOWN THE FRANTIC PACE

I have been pondering the counsel of Henry David Thoreau: "Simplify your life. Do not devote your life to nonessentials or the acquisition of unnecessary possessions. Avoid Clutter. Simplify."



I am sure this was wise counsel for Thoreau's day, as it is for ours, but living the simply life today is one of life's most complicated problems.

Achieving a sane and balanced life in the presence of the many unre-

lenting demands to buy this, do this, join this, and to hurry is a high accomplishment.

Dr. Norman Vincent Peale has said that the hurried pace of Americans brings such anxiety that we no longer see people sleeping—even in church! A harried businessman once said, "I'm nervous so much of the time that when I'm not nervous, then I get nervous."

TIMES HAVE CHANGED

Years ago, if a person missed a train, he simply waited for the next one, knowing it would be along in an hour or two. Now, if we miss one section of a revolving door we're upset.

Many people are afflicted by what one psychoanalyst calls "the tyranny of the shoulds: I should be doing this, or I should be doing that." But inefficient scurrying hither and yon brings fatigue and failure.

We achieve the efficiency of simplicity through selectivity—by making priorities, and by understanding that we can't do everything.

It's intelligent to learn to choose between what is primary and what is secondary; what is urgent and what can wait; what is of great value and what is of little consequence.

And it's an art to learn "selective procrastination—putting off indefinitely what we never need to do at all, or can delay to another time.